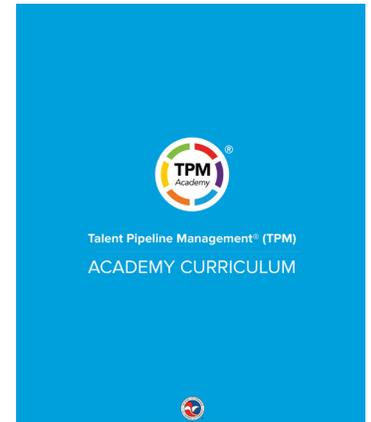


TPM TALENT PIPELINE MANAGEMENT

TACKLING THE SKILLS GAP. ALIGNING EDUCATION TO CAREERS. IDENTIFYING IN-DEMAND SKILLS AND CREDENTIALS.

WHAT IS TALENT PIPELINE MANAGEMENT® (TPM)? A demand-driven, employer-led approach to close the skills gap that builds talent supply chains aligned to dynamic business needs. The demands of today's economy require a strategic alignment between classroom and career, so through this six-strategy approach, employers play an expanded leadership role as “end-customers” of our education and training systems. TPM® is a workforce strategy for our time that can meet the needs of an ever-changing business environment.

WHAT IS THE TPM ACADEMY®? An in-person training, facilitated by the U.S. Chamber of Commerce Foundation, for state and local chamber, business association, and economic development agency leaders, as well as employers, to learn to drive partnerships with their education and training providers based on industry need. The training is supported by a customized curriculum and accompanying web tool that serves as an employer handbook and gives participants the knowledge, skills, and abilities to implement talent supply chain solutions on behalf of their employer collaborative members.



TPM ORIENTATION

Educate community and employer stakeholders on what the TPM initiative is and assess if TPM is a good fit for your community.



STRATEGY 1: ORGANIZE EMPLOYER COLLABORATIVES

Create a collaborative that organizes employers to identify the most promising opportunities for engagement around similar workforce needs.



STRATEGY 2: ENGAGE IN DEMAND PLANNING

Develop projections for job openings to determine with accuracy the type of talent and how much of it employers need.



STRATEGY 3: COMMUNICATE COMPETENCY & CREDENTIAL REQUIREMENTS

Create a shared language to better communicate competency, credentialing, and other hiring requirements of critical jobs in ways that allow employers to signal similarities and differences.



STRATEGY 4: ANALYZE TALENT FLOWS

Identify where employers historically source their most qualified talent and analyze the capacity of those sources—as well as untapped talent sources—to meet projected demand.



STRATEGY 5: BUILD TALENT SUPPLY CHAINS

Build and manage the performance of talent supply chains to create a positive return on investment for all partners.



STRATEGY 6: CONTINUOUS IMPROVEMENT

Use data from your talent supply chain to identify the most promising improvement opportunities to generate a better return on investment in the future.



THE HISTORY

The TPM initiative began with a white paper that described a framework in which employers proactively organize and manage their talent providers to orchestrate performance-based talent supply chain solutions to streamline career pathways.

2014

The TPM Academy launched to support the growth of employer leadership and managing talent supply chains at scale. As funding allowed, state-based academies launched in Tennessee, Michigan, and Kentucky, joining the rest of the TPM network to form the TPM National Learning Network.

2016–2018

TPM continues to expand, supporting new business needs such as developing talent pipelines for opportunity populations and CTE. The TPM movement now includes thousands of employers across 33 states, D.C., and Canada with increasing statewide adoption and a growing network of practitioners for this talent-first approach to workforce development.

2020

2015 A pilot program with seven business-led organizations took TPM theory to practice, resulting in the TPM Implementation Guide to serve as a cornerstone for training employers how to more effectively manage their education and workforce partnerships.

2019 The TPM Upskill Academy prioritized upskilling opportunities to serve the needs of low-wage, front-line, incumbent workers while statewide and regional TPM Academies continued to roll out across the country.

LOOKING AHEAD

Coming in 2021 is TPM NEXT, an initiative to bring the in-person TPM Academies to an online, on-demand platform.

CASE STUDIES



Within seven months of TPM implementation, DTE Energy, as a part of the Michigan energy collaborative, identified qualification similarities, developed educational programs, and implemented Michigan's 17th career cluster in Energy.

As a result of this process, the education system began delivering programs with a consistent curriculum recognized by energy employers. Employers supplied demand data, resulting in better job placement.



TPM's approach for engaging business leaders provided the necessary framework, context, and sequence of effort for the Greater Houston Partnership to successfully collaborate with education and community stakeholders and develop UpSkill Houston.

Now more than 75 employers and business leaders are engaged in these efforts that span seven critical sectors considered the drivers of the region's economy.

